

1. THE ORGANISATION AND OUR MISSION

St Vincent's Hospital Melbourne (SVHM) is a leading teaching, research and tertiary health service, which employs more than 7,500 staff across 18 sites throughout Melbourne.

Part of Australia's largest not-for-profit Catholic health and aged care network, St Vincent's Health Australia, SVHM provides a diverse range of adult clinical services including acute medical and surgical services, sub-acute care, medical diagnostics, rehabilitation, allied health, mental health, palliative care, correctional health and community residential care.

SVHM's mission is to provide high quality and efficient health services to the people of Victoria in accordance with the philosophy of St Vincent's Health Australia. This mission is based on the values of compassion, justice, integrity and excellence.

2. KEY POSITION DETAILS

Job Title:	Junior Registrar – Intensive Care Unit Registrar	Reports to:	Director Intensive Care Unit
Program:	Critical Care	Department:	Intensive Care Unit
Industrial Agreement:	AMA Victoria - Victorian Public Health Sector - Doctors in Training Enterprise Agreement 2022 - 2026	Classification:	HM25 – HM30
		Risk Category:	A

3. LOCAL WORK ENVIRONMENT

The unit is a 20-bed mixed medical and surgical ICU, including cardiothoracic intensive care services, admitting 1600 patients annually. It has unrestricted accreditation for core training with the College of Intensive Care Medicine, including cardiothoracic and neurointensive care. The precinct includes the St Vincent's Private ICU, a 12-bed unit with medical, cardiothoracic, and neurocritical care services.

Formal rotational agreements exist with anaesthesia, general and subspecialty medicine, both locally and externally at Werribee Hospital, Alice Springs Hospital and Goulburn Valley Health to complete CICM requirements.

4. POSITION PURPOSE

The ICU Registrar is a senior appointment and, during the ICU rotation, is responsible to the Director of the Intensive Care Unit.

The Registrar is expected to:

- Learn the assessment of critically ill patients.
- Learn the managing of patients with critical medical and surgical disorders.
- Learn techniques and procedures associated with respiratory, cardiovascular and renal support.
- Learn communication skills for families and relatives of critically ill patients

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5. POSITION DUTIES

- Oversee Intensive Care Unit patients.
- Perform referrals to inpatient teams
- Respond to Code Blue and MET calls
- Involvement in outreach liaison together with the Critical Care Liaison Nurses to assess and manage high risk patients on the ward
- Education and supervision of RMOs

- Involvement in unit education and research
- Registrar – Day Duties:
 - AM handover and consultant ward round - 0800
 - PM consultant ward round 1630-1700
 - Oversee and implement plans from AM round:
 - Prioritise and organise responsibilities with residents.
 - Order and review diagnostic tests especially microbiology, serology, and clinical pharmacology
 - Prepare results for the evening round
 - Communicate with home unit and primary physician at SVPH
 - Accompany intubated or unstable patients when transferred from ward
 - Assess patients admitted or referred to the ICU
 - Supervise and assist residents in procedures, notes and discharge summaries
 - Evening handover to night registrar and resident at 2000
- Registrar – Night Duties:
 - Night handover with day staff - 2000
 - Outreach Registrar to oversee ward patients and see referrals
 - Review history and determine goals for the night
 - Accompany intubated or unstable patients when transferred from ward
 - Supervise and assist Residents in procedures, notes & discharge summaries,
 - See referrals and discuss with ICU SR or Consultant
 - Examine and assess new admissions and discuss with SR or Consultant
 - Discuss patient condition with next of kin or significant others especially new admissions or patients with significant chance of death.
 - Review investigations
 - Prepare for AM Handover including handover sheets

6. INCUMBENT OBLIGATIONS

General

- Perform duties of the position to best of their ability and to a standard acceptable to SVHM
- Comply with all SVHM policies, procedures, by laws and directions
- Treat others with respect and always behave professionally and in accordance with the SVHM Code of Conduct
- Only access confidential information held by SVHM when this is necessary for business purposes, maintaining the confidentiality of that information once accessed
- Participate in the annual SVHM performance review process
- Display adaptability and flexibility to meet the changing operational needs of the business
- Comply with applicable Enterprise Bargaining Agreement provisions
- Display a willingness to develop self and seek to improve performance

Clinical Quality and Safety

- Attend clinical orientation upon commencement
- Maintain clinical registration and any required indemnity cover
- Always work within approved scope of practice under supervision by more senior clinical staff as appropriate.
- Take personal responsibility for the quality and safety of work undertaken
- Take all necessary care and precautions when undertaking clinical procedures
- Complete annual clinical competencies
- Maintain skills and knowledge necessary to safely and skilfully undertake clinical work
- Consult with peers and other experts and refer to other healthcare workers when appropriate and in a timely manner
- Collaborate and clearly communicate with patients/clients and the healthcare team
- Participate in clinical risk management and continuous quality improvement activities as part of day-to-day work

Person Centred Care

- Ensure consumers receive information in an appropriate and accessible format
- Actively support consumers to make informed decisions about their treatment and ongoing care

- Ensure consumers are aware of their rights responsibilities and how to provide feedback

Health and Safety

- Protect the health and safety of self and others, complying with all health and safety related policies, procedures and directions
- Complete required Fire and Emergency Training annually
- Complete required Workplace Culture and Equity Training annually
- Attend general hospital orientation within 3 months of commencement
- As required, comply with fit-testing and PPE requirements
- Participate in reporting and analysis of safety and quality data including risks or hazards,
- Report any hazards, near misses and incidents (regardless of whether an injury occurred or not) into Riskman
- Identify and report any variance to expected standard and minimising the risk of adverse outcomes

7. INCUMBENT CAPABILITY REQUIREMENTS (Level 2)

The incumbent of this position will be expected to possess the following core capabilities:

Capability		Demonstrated behaviour
Personal	Personal effectiveness	Takes responsibility for accurate, timely work results
	Learning Agility	Identifies personal development needs and seeks information from a range of sources
Outcomes	Patient/Resident/client centred	Strives to meet and exceed expectations, demonstrating sound judgement
	Innovation and Improvement	Contributes to improvement by reviewing strengths and weaknesses of current processes
Strategy	Driving Results	Manages own workload to deliver results
	Organisational Acumen	Understands the interdependencies between units/departments
People	Working with and Managing others	Takes responsibility for ensuring productive, efficient teamwork
	Collaboration	Works collaboratively within and outside the team

8. SELECTION CRITERIA

8.1 ESSENTIAL REGISTRATION, LICENSE OR QUALIFICATION REQUIREMENTS

- MBBS or equivalent
- AHPRA registration
- CICM primary exam or equivalent is desirable.
- CICM Foundation training completed.

8.2 OTHER ESSENTIAL REQUIREMENTS

- Excellent communication skills within and outside the ICU
- Airway, vascular and crisis management skills are highly desirable

8.3 OTHER NON ESSENTIAL REQUIREMENTS

- Opportunities exist to consolidate skills in flexible bronchoscopy, a n d echocardiography as well as undertake a clinical research program within the ICU.

9. REQUIRED IMMUNISATIONS

SVHM Employee Health Screening and Immunisation Policy outlines the requirements for staff working in SVHM facilities.

Table 1: Vaccine Preventable Diseases for which vaccination and/or assessment is required within SVHM

Chicken pox (varicella) Hepatitis B Measles Mumps Rubella	Whooping cough (pertussis) Diphtheria Tetanus Influenza Tuberculosis COVID-19
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NOTE: Vaccination requirements may differ according to individual jurisdictional requirements and policy directives and where there is a conflict the higher directive will apply.

SVHM has grouped individuals according to their risk of transmitting vaccine preventable diseases and their risk of exposure to blood or body substances (Table 2).

Table 2: Health Care Worker Risk Categorisation

Risk Category	Description	Vaccination requirement
Category A	Vaccination is required for this category of health care worker. Healthcare workers within this category have the potential to transmit Vaccine Preventable Diseases to vulnerable patients most at risk of mortality and morbidity from these diseases within SVHM. This includes employees with direct physical contact with patients/clients, deceased persons, blood, body substances or infectious material or surfaces/equipment that might contain these or contact that would allow acquisition and/or transmission of a specific infectious disease by respiratory means. This includes laboratory workers.	Required
Category B	Vaccination is recommended for this category of HCW. This includes individuals who do not work with the risk of exposure to blood or body substances, their normal work location is not in a clinical area (e.g. chef, administrative staff) and only attends the clinical area for short periods of time. Essentially, these individuals have no greater level of risk than that of the general community.	Recommended

10. PRE-EXISTING INJURY

Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position.

11. AGREEMENT

Nationally Coordinated Criminal History Check (NCCHC):

I understand that it is a condition of my employment to provide SVHM with a current Nationally Coordinated Criminal History Check (NCCHC) PRIOR TO COMMENCING WORK and this is at my own cost.

I understand that regardless of the frequency, if I am working and or visiting in a designated 'high risk area' of SVHM (as defined in the SVHA Pre-employment/Appointment Safety Checks Policy) I will be subject to periodic Police Checks every three years at my own cost.

Required Immunisations:

Individuals who will be working in Category A positions will only be able to commence employment following assessment of their vaccination status. The decision to proceed with the commencement of

employment will be at the discretion of the ICP in consultation with the Hiring Manager and may in some instances, require additional vaccinations to ensure full compliance with the SVHM Employee Health Screening and Immunisation Policy.

I understand that if additional vaccinations are required to comply with pre-employment prerequisites, this will be at my own cost. Where a state jurisdiction overrides this, the facility will bear the cost.

I have read, understood and agree to comply with the responsibilities and accountabilities of this position description. I agree to comply with all SVHM requirements, policies, procedures, by laws and directions.

Name: _____

Signature: _____

Date: _____